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THE MOTIVATION OF CONSULTING
ENGINEERS

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ABSTRACT

CLOSED STACKS

This study is based on McClelland's 3 Needs Theory.

The focus of this study is on the motivation of consulting engineers. Data were collected from 175 consulting engineers working in engineering consulting firms in the Klang Valley. This study is confined to the identification of motivational needs of consulting engineers in their working environment, the identification of organisational task performed by them and to determine whether their task fits their motivational need. The influence of demographic data of consulting engineers on their motivational needs is also examined.

This study identified the need for achievement as the dominant need of consulting engineers. It also identified that consulting engineers' organisational tasks are achievement tasks. Thus their task do match their motivational need. This study also highlighted that several demographic variables have a significant influence on the level of the need for achievement of consulting engineers. Furthermore, it showed that the level of the need for achievement and the level of the need for power of consulting engineers can be determined using several of their demographic data.

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